

Sullivan County NH

Type of meeting: Board of Commissioners, Executive Finance
Committee and Other Elected Officials – Review &
Discuss Recommended Elected Official Salaries

Date / Time: ~~Friday, April 21, 2006, 1 PM~~

Place: Newport County Complex – 14 Main Street Newport
NH, 1st Floor Commissioners Conference Room.

Attendees: Commissioners Donald S. Clarke - Chair, Ben C. Nelson – Vice Chair and
Ethel Jarvis - Clerk; Ed Gil de Rubio – County Manager; Sheriff Michael
Prozzo; Marc Hathaway – County Attorney; Sharron King – Registrar of
Deeds; Mark Pitkin – County Treasurer (arrived later in meeting).

E.F.C. members present: Representatives Brenda Ferland – Chair, Larry Converse,
Stephen Prichard.

Other attendees: Representative John Cloutier – Delegation Chair.

1:05 The County Manager discussed the salary survey conducted and the
recommendations made for the Elected Official salaries. Mr. Gil de Rubio discussed the
percentage increases. The elected officials included: County Attorney, County High
Sheriff, County Registrar of Deeds, County Commissioners and County Treasurer. Mr.
Gil de Rubio discussed the Bennett & Associates wage/grade report created in 1999 and
the experience of the elected officials currently in office. Mr. Gil de Rubio reviewed the
percentage rate increase calculations.

Sheriff Prozzo read through a history showing 1988 the delegation set elected official
salaries based on experience and in 1999 Bennett Associates study was accepted by the
Delegation. Sheriff noted there are three-year tenure employees above the minimum,
making more than him. Sheriff also discussed the percentage raise. He briefed the group
on the grants he has brought in to the County. He noted the people pay him for what he
knows and his contacts. He discussed how well Sheriff's Office, Registry of Deeds and
Attorney's Office is run.

County Manager explained, if the increases were approved, it would be effective 1/1/07;
accordingly, the percentage increased, because the county is on a fiscal year, would be
applied to just ½ a year.

Mr. Hathaway noted, historically, the Delegation set the elected official salaries and are
set for two years; and if you reviewed the history, there is an underperformance of the
salaries approved by the delegation of county elected officials when compared to the
salaries of bargaining and non bargaining. Hathaway discussed 1987 salary analysis
when compared to non-bargaining employees, the difference was 69.9% increase, 32.8%

was elected officials. He used non-bargaining, as they are the lower of the bargaining and non-bargaining.

Rep. Ferland spoke in defense of the former delegation, indicating they have never previously received surveys and analysis, but since Gil de Rubio came on board they now receive that type of data.

Commissioner Nelson spoke in support the increases.

Sheriff pointed out he's the 2nd longest serving Sheriff in NH and compared to other NH Sheriff's and their expertise, is paid less. Sheriff and Commissioner Clarke discussed the years that the elected official(s) did not get raises and which ones elected officials they were.

Sharon left to make copies of the Salary Review Committee (2003-2004) document.

Commissioner Clarke noted the Board supports the raises 100%.

Mark Pitkin spoke as the newest elected official, and part time, he felt he could not be compared to fulltime elected officials; but, that coming from a corporate world, the marketing is based on merit, and current officials have done a wonderful job.

The group discussed the past Bennett and Associates grading system.

2:06 Adjourned the meeting.

Respectfully submitted,

A handwritten signature in cursive script that reads "Ethel Jarvis".

*Ethel Jarvis, Clerk
Board of Commissioners*

EJ/s.j-c.